

Human Resources Command Update

COL Bonnie DeMars, HRC Branch Chief, SP Corps

PERSCOM became Human Resources Command (HRC) on 2 October 2003. Essentially there is one personnel command now with 2 branches, HRC-Alexandria and HRC-St. Louis. The new HRC has many leading edge technological capabilities as you know with our AKO capabilities. Soon your DAPMIS photo will become a part of your ORB. It will not be long before you will be able to download your own RFOs and send us an electronic preference statement. Be on the lookout for these new changes.

There are a few points regarding current operations that we at HRC want you to be aware of...

You need to embrace the new Army themes of “*Our Army at War...Relevant and Ready*” and “*Every Soldier is a Rifleman*”. Actually our Corps theme of “*Soldiers First, Professionals Always*” is right in keeping with this.

It is NOT business as usual. All of us need to be focused on the accomplishment of our missions related to the War on Terrorism, operations in Iraq and Afghanistan and Army Transformation. The main things you need to remember is that HRC will provide full support to deploying and deployed units and that Stop Loss/Stop Move (SL/SM) initiatives will insure for minimal disruption to the forces in theater. Officers who are assigned to units affected by SL/SM will remain in theater for the entire deployment. Officers affected by SL/SM will be deferred for SSC and CSC resident courses and those with current dates for ETS, voluntary retirements or REFRADS will have their dates involuntarily extended to 90 days post deployment.

PROFIS officers are not bound by SL/SM, however, MEDCOM is trying to make sure that the folks who have been selected for PROFIS are officers who will be able to remain with the deployment. AMEDD does have some exceptions. Some officers will be able to leave theater if they are scheduled for LTHET and any of our AOC-producing courses.

You need to be aware that ‘flexibility’ during these times is paramount. Some of your assignment expectations may need to be modified. You can expect a number of 2nd and 3rd order effects due to OPTEMPO. Officer preference is still important in assignment decisions, but it is not the driver. The high school stabilization program is still in effect, but we may or may not be able to accommodate it to the fullest.

You have probably already realized that notification for assignments has slipped from the one year out plan. Many things are in a constant state of flux, so be patient with us. Changes in report dates and staffing underlaps can be expected, too, during these

times. It will be important for chiefs and supervisors to work with their Commands on hiring actions and securing Reserve backfills to help you maintain your capabilities in your clinics and other operations.

There have also been occasions when we have asked our officers in overseas assignments to voluntarily extend until we can get replacements in theater.

Thanks for remaining adaptive. The Army is still about Selfless Service and Duty.

Thanks again for your patience and understanding.